



# iDMB

*A Newsletter for the Employees of the Department of Management and Budget*

Special  
edition  
on vision  
and values

DMB focuses  
on shared  
values:

- integrity
- excellence
- inclusion
- teamwork

## Employees are key to state's values

Dear DMB colleague,

These past few months have been challenging for those of us in state government, especially DMB employees. We have been asked to undertake several new initiatives and administer executive directives designed to improve efficiency and cut costs.

Working in partnership with various departments, we have made significant progress; cut vendor contract costs more than \$88 million, toward a \$100 million goal by Oct. 1; reduced the state's vehicle fleet by more than 1,293 units, saving \$2.7

million; negotiated discounts or terminated building leases, saving more than \$8 million thus far; and cut mail, postage and color copying, saving nearly \$2 million. No idea or suggestion is too small as we seek to make government more efficient.

These accomplishments - and many others - are collective results achieved by all of you. It hasn't been easy, but the effort has been noticed and appreciated - by me, by the governor, and by the people of Michigan. Your work is an example of the excellence and teamwork we strive for in state government.

We talked about **excellence** at the employee recognition celebration earlier today. It's one of the values, along with **integrity**, **inclusion** and **teamwork**, that Gov. Jennifer Granholm wants us to share. DMB's Employee Recognition Event was a perfect kickoff for the governor's initiative. In the coming weeks, all state government employees will participate in this effort to examine these values and understand the role our personal values have as we work in public service.

Between now and mid-November, each of us in DMB will have the opportunity to join a roundtable discussion to talk about these values and support each other as we carry them out in our workplace.

We know DMB employees share these critical values. Through this new campaign, we will focus on sharing them and recognizing them as an important part of our work culture. It's all part of the effort to carry out our vision of making Michigan a great place to do great work!

I look forward to working together with you in this effort. Again, thanks for all you do.

Sincerely,

Mitch Irvin  
Director

Living the Values/Sharing the Vision

# DMB

# News for Employees

## The state's shared values

**Integrity** is about honesty and so much more. It means we say what we will do, and we do what we say.

**Excellence** doesn't just mean we are getting it done, but we are getting work done in a way that makes us proud and impresses our citizens.

**Inclusion** means we reach out to everyone in our society and every employee of state government to represent and involve them in important decisions that affect their lives.

**Teamwork** means focusing on what we can do together, sharing information, resources and energy to achieve our vision for Michigan.

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*iDMB* is an electronic newsletter produced by Organizational Services for the employees of the Department of Management and Budget. If you have questions or comments please call (517) 335-5283.

## DMB introduces values effort

A great place to do great work. That's Gov. Jennifer Granholm's vision for Michigan.

The governor is asking state employees to work toward this vision and consider how shared values are key to accomplishing it. She has identified four values - **integrity, excellence, inclusion and teamwork** - that she believes are central to making Michigan a great place to live and work.

"Whether it's business, government or the nonprofit sector," said Granholm, "the very best organizations are those whose work is guided by a set of common values."

All departments in state government have been asked to introduce the initiative to their employees. Across the Department of Management and Budget, employees will attend a special session to hear about the program and discuss how their personal values affect departmental values and, ultimately, statewide values. Employee input will play an important role in strengthening the connection between personal and organizational values.

All DMB employees are being scheduled for one of 16 three and one-half hour sessions that will be held between now and mid-November at locations in downtown Lansing and at the Secondary Complex. Attendance is mandatory.

## A state with vision

In a recent survey, the governor asked state employees when they knew these values existed in the workplace. These statements were offered by DMB employees:

### Integrity

- We honor promises, commitments and relationships.
- We are empowered to tell the truth.
- We model integrity from the top down.

### Excellence

- We take pride in delivering exceptional service.
- We stand behind our work.
- We act on customer feedback.

### Inclusion

- We seek out and acknowledge stakeholder input in decision making.
- We treat everyone with equity and fairness, regardless of status, level and position.

### Teamwork

- We actively cooperate to achieve common goals.

Sessions will enable employees to:

- share views on values and commit to a compelling vision of work in state government.
- clarify personal values and connect them with the organization's values.
- determine which actions help them live the values.

The governor hopes focusing on values will help employees align their personal values with workplace values, allowing state government to retain and attract great workers, elevate job satisfaction, and create an employee culture proud of "how we do things around here."